

# GENERATIONS

CHRISTIAN EDUCATION

Annual Report 2020



**Norwegian  
International School**  
A Member of Generations Christian Education



**ISLAND  
CHRISTIAN  
ACADEMY**

**small world**  
CHRISTIAN KINDERGARTEN

Loving for Today | Learning for Tomorrow | Living for Eternity

All your works praise you, Lord; your faithful people extol you. They tell of the glory of your kingdom and speak of your might, so that all people may know of your mighty acts and the glorious splendor of your kingdom.”  
Psalm 145:10-12

ON BEHALF OF the Board of Generations Christian Education, we are pleased to present our 2020 Annual Report. This year began with the burden of the unknown weighing heavily on us; yet as the school year draws to an end, we have a deep sense of gratitude for where we are. With the absence of privileges such as traveling and gathering with loved ones, which we used to take for granted, we were able to take a step back and reflect on what’s within our control, and what is not.

It is in this vulnerable and oftentimes frustrating position that we are invited to see through a different lens. When we are forced to relinquish what we assumed to be the norm, space is created to ponder the meaning and purpose of our situation.

We find the biblical command to praise and worship God our creator ever more poignant during a time of crisis. Yet this is precisely the response we need to help us overcome the seemingly insurmountable obstacles, one small step at a time. When we shift our focus from our problems to the Lord, who is the alpha and omega - the beginning and the end, we are reminded that there is nothing that God our father is not aware of, so we begin this Annual Report with hearts of praise:

*Great is the Lord and worthy of praise,  
We bless your holy name,  
We declare your power and might,  
We remember God is our all powerful  
miracle-worker and promise keeper,  
God is faithful in all he does,  
Hallelujah! Praise God through all  
generations!*

We express our deepest thanks to our Generations Christian Education family of teachers, staff, leaders, parents and friends for pouring your hearts into loving, learning, living and leading our students (and one another) through a year like no other. We appreciate how incredibly hard you have worked in the midst of these ever changing circumstances, and we appreciate your daily choice to share Christ’s love and joy whilst serving as role models of empathy, grit, and growth mindset whether online and on campus, half-day and full-day!

We still have much to celebrate this year, including Small World’s fantastic achievement of being the first IEYC accredited school in Hong Kong, and the first standalone kindergarten in the world to achieve this accreditation!

We invite you to join us in prayer and praise for our God who carries us through these uncertain times. Let us all unite together in telling of God’s power and might! From our youngest students to our Generations friends with “grey crowns”, may we speak, share and make known our personal Father God stories, so that all people may know him!



With grateful hearts for each one of you and your partnership with us,

**Esther Chung and Camellia Yahyagil**  
Co-Chairpersons  
Generations Christian Education Board of Directors

**Vision** So the next generation would know God, even the children yet to be born, and they in turn would tell their children. Then they will put their trust in God and will not forget his deeds but will keep his commands (Psalm 78:6–7).

**Mission** Generations Christian Education’s mission is...

- To educate the whole child in a nurturing, vibrant and international community.
- To cultivate individuals of character, compassion, courage and competence.
- To inspire the next generations to be a global people of Christian faith, a people serving others.

*Great is the Lord and most worthy of praise;  
his greatness no one can fathom.  
One generation commends your works to  
another; they tell of your mighty acts.*  
Psalm 145:3-4

PSALM 145’S THEME of praise and worship is one that reminds me of the constancy of God’s greatness and sovereignty. Our response to his unfathomable greatness is to praise and worship him and tell of his works to the generations. This past year in Generations Christian Education, and our school communities, has been one of challenge, perspective and achievement. Challenges included the on-going COVID-19 protocols impacting our ability to meet face-to face for classroom work or community events. In this we gained new perspectives on the ability within our students to respond well to change and challenge; within our staff to create new and effective modes of engaged teaching & learning; and within our broader community to rise to the emerging needs around school community support, well-being, communications and prayer. We have experienced, in the midst of an extraordinary year, many achievements, demonstrating that seemingly adverse circumstances cannot stop the progress of God’s purposes for our schools, our families and our students. A few highlights:

**Small World Christian Kindergarten** – Small World closed the year with a flourish by achieving IEYC accreditation- achieving 5 out of 9 mastering commendations overall, and

thanks to our community strength, 9 out of 9 mastering commendations in the community category! Small World celebrated its 35th Anniversary this year, and the depth of Small World’s influence in the broader HK community was also recognized with the award of “Kindergarten of the Year” in Hong Kong Living magazine’s Education Awards.

**NIS** – Year on year, NIS has displayed improved academic achievements, as measured via independent test scores, this year with limited testing due to COVID-19 restrictions, the community continued to show undaunted support and resilience in many areas. The PTA, working with staff, resolved to facilitate community involvement and connections even in the midst of restrictions via socially distanced events. The kindergarten commenced planning for their IEYC pre-accreditation process, while taking time to plan for renewal of the physical facilities. They are reviewing an increase in teaching resources and improved usage of the surrounding beauty found in that unique campus.

**Island Christian Academy** – IslandCA experienced a year of transitions and transformational community strength. With no less than 5 different schedule changes of class delivery over the year, the students and staff rose to a new level of adaptability. The school is entering into its last year of operations at the 70 Bridges Street location and amidst the challenges, the PTA was able to start an Alpha course, set up community based parent buddy systems, and establish a weekly prayer meeting for the school. The strength of the Is-



landCA community was boundless in this year of uncertainty; in spite of frequent jolts to our shared sense of security, this community rallied and resolved to maintain a faith-filled focus on the future hope that God promises his children.

Looking back on this year, we can celebrate and praise the Lord for His presence guiding our steps and unfolding His plans as we progress. We remain thankful for all of our schools’ communities, who overcome challenges, provide support for each other, and strive towards achievements through well-placed grit and by God’s grace. Amidst the uncertainty and challenges of the past year, we declare the greatness of God, who enables us to tell the generations of his mighty acts over and over again.

**Terri Appel**  
Executive Director  
Generations Christian Education





Income

The Coronavirus pandemic had significant effects on families in our community during the 2019-20 fiscal year, with commensurate effects on enrolment and tuition fee income in line with our expectations. However, a judicious financial approach, responding carefully to the changing situation, has enabled us to maintain a modest surplus in preparation for the year ahead.

Expenditures

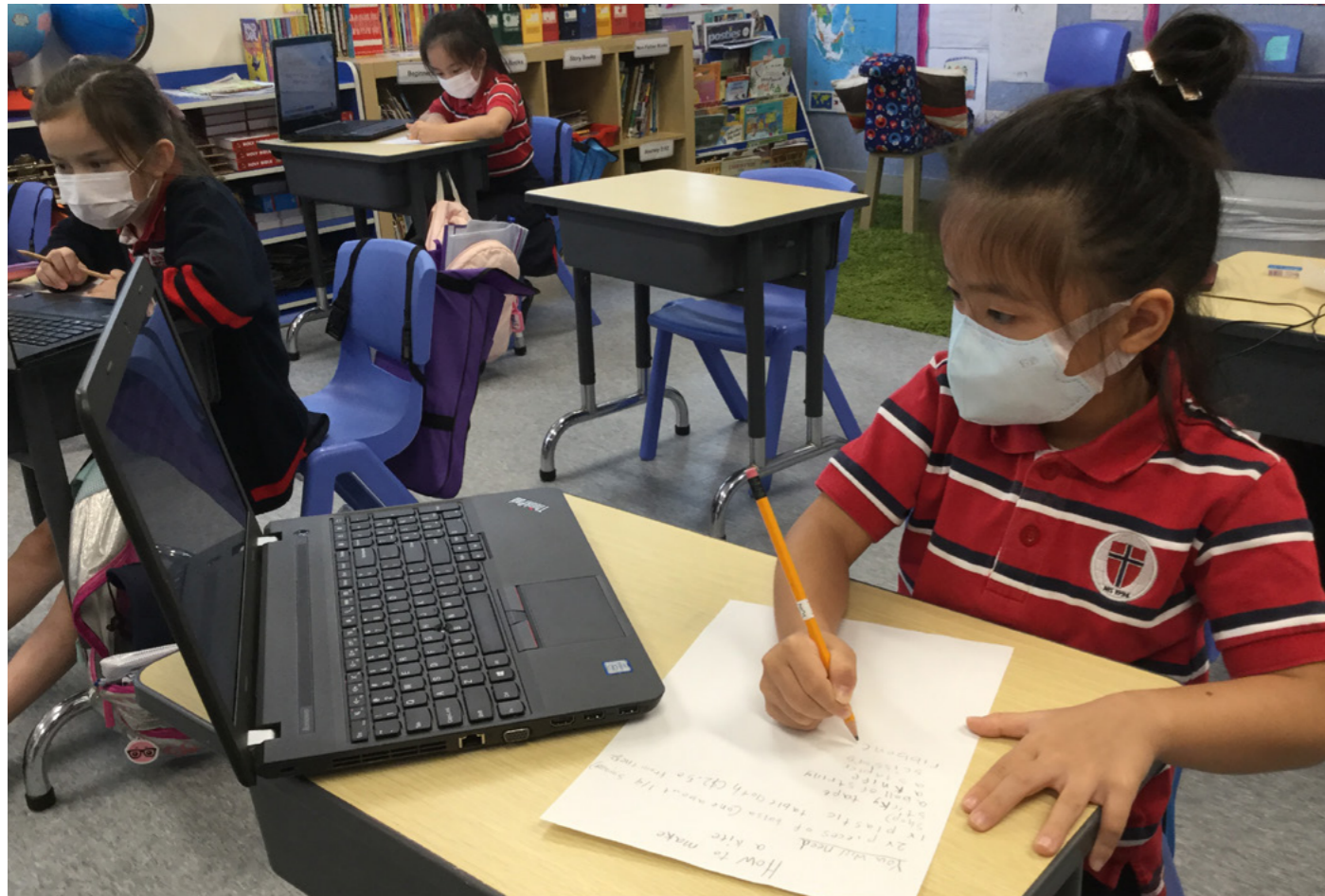
Staffing costs remain the major expenditure item in the operation of our schools, representing over 80% of total expenses. Management endeavours to be cost-conscious in all aspects of our expenses, while being mindful of the need to recruit and retain high-quality staff and provide an excellent educational experience for our students.

Outlook

The effects of the Coronavirus pandemic continued to weigh heavily on families during the 2020-21 fiscal year, and the impact on tuition fee income will be significant for the following financial year as tuition fees have been frozen across all our schools. Nevertheless, we are confident in our prudent financial approach and responsive budgetary decision-making.

Profit & Loss for the Fiscal Year Ended 31 July 2020

	HK\$
<b>Income</b>	
Tuition Fee & Levy income	37,206,503
Donations	875
Support service income	5,091,771
Others	2,720,546
<b>Total Income</b>	<b>45,019,695</b>
<b>Expenses</b>	
Staff Costs	37,319,984
Educational Supplies	1,518,415
Repair, Maintenance, Minor Capital and Utilities	1,026,397
Depreciation	1,813,796
General and Administration	2,817,572
<b>Total Expenses</b>	<b>44,496,164</b>
<b>Net Surplus</b>	<b>523,531</b>



**T**HIS YEAR HAS been a testimony to our school community's resilience, adaptability and unity. Although it continues to be a challenging year for schools everywhere across the world, we saw glimpses of hope to the return of our whole school community. Through God's goodness, faithfulness, protection and blessings, NIS saw the return of all our students for a full day to end the year on a happy and strong note.

The beginning of this year was an exciting and proud moment for the school as we received our accreditation from the International Primary Curriculum. The accreditation was rigorous and looked closely at the delivery of our teaching and learning, including the online provisions we had for students during school closures. To receive this recognition affirms that we are dedicated to our vision and mission in providing quality education for our students to help them develop holistically.

Equipped with knowing the challenges families faced last year, we sought

to continuously improve teaching and learning despite the circumstances we find ourselves in to support our families and students. This year saw the introduction of live Zoom lessons to create more opportunities for interaction between students to build the "classroom environment" and to get to know each other despite being physically apart. We were able to successfully conduct all subject learning online, and students were still able to do science experiments, guided reading lessons and work together virtually in small groups- just to name a few of the valuable learning experiences that we did not want to leave out because it was online learning. We have a wonderful parent community who supported us in our initiatives and devoted themselves to their child's learning.

NIS values relationships and connection between people so this remained a focus for this year as we found creative ways to connect our community. Many of our annual events were still able to take place on campus over several days to allow for social distancing—including

our Chinese New Year Fair, Maths Day, International Green Day, Mothers/Fathers Afternoon just to name a few. Our active Parent-Teacher Association was also dedicated in connecting families together and bringing joy to our students. We had a very memorable Norwegian Day/Viking Fair over a number of days to celebrate the long history of our school.

The challenges of Covid-19 has made it more difficult to get together and children naturally seek connection so throughout the year, we held several Parent Talks to support families with relevant topics such as Zoom Schooling, Parents as Emotional Coaches and the 5 Love Languages of Children to share practical ways for parents to connect with their children and help them make sense of what they are experiencing.

Our Kindergarten moved to Storypark for their online learning platform at the beginning of this school year to facilitate home learning and maintain community sharing during the school closures. Even after full on-campus resumption of the Kindergarten in April, Storypark contin-



ues to be a great way of sharing group and individual learning moments with our families. Because of its success this year, we are planning continuing with Storypark in the coming year. Recently, a parent forum evening was held at the Kindergarten to encourage discussion, suggestions and input on how Storypark can best be used to serve our community in the future.

The Kindergarten creatively held a number of community events throughout this year, including a Chinese New Year "game and red-packet day" at Tai Po Waterfront Park, and a family outing to an Alpaca petting farm in Tai Po. It was great to be out with our students and their families in the fresh air, and enjoying together these amazing places that are so close to our campus!

Our Kindergarten families were also invited to come in and share in our students' Exhibition of Learning, where the children's unit-long learning about Animal Habitats was showcased. Also, thanks to our amazing and resilient PTA, the Kindergarten students were able to celebrate Norwegian Day at the Kindergarten this year with hot dogs and ice cream, Viking costumes, games and prizes!

To help our students with some additional learning and social skills development, the Kindergarten put together its first-ever Spring Camp, which was run over the Easter holidays. Due to popular demand, a Kindergarten Summer Camp will additionally be held over the upcoming summer break, open to our



Kindergarten families only. The addition of Spring Camp and Summer Camp this year has been a fun way to extend our active inquiry-based learning, and has additionally given us an opportunity to trial in small groups an Open Learning model of learning. More on our Kindergarten's plans for Open Learning will be announced at the beginning of the new school year!

At the close of this academic year, we are thankful for NIS' strong community and God's provision at every turn. We look forward to what He has instore for us in the coming year and continue to pray for his wisdom and guidance as we forge ahead in fulfilling our vision and mission for the students he has blessed us with.



**Bonnie Chan**  
Principal  
Norwegian International School





WITH A GRATEFUL HEART, we are delighted to share that Small World has not only been recognised as ‘Kindergarten of the Year’ at the inaugural Hong Kong Living Education Awards 2021, but that our lovely kindergarten has also just been awarded accreditation by the International Curriculum Association for the International Early Years Curriculum! As we celebrate Small World’s 35th year anniversary this year, we are humbled and honoured to be recognised as an outstanding kindergarten, providing high quality learning experiences for young children and their families. These two recognitions are a great testimony of God’s faithfulness to our kindergarten, as we reflect and share these wonderful fruits with our equally remarkable and outstanding learning community! We are blessed to have a community that has been supportive of the school and each other in both good and challenging times. Reflecting on our learning experiences and how we have grown together as a community this year has moved us to understand this verse

ever more deeply and meaningfully, “No matter what happens, always be thankful, for this is God’s will for you, who belong to Christ Jesus.” (1 Thess 5:18). This school year has indeed been a wonderful journey for all of us in Small World—teachers, learners, leaders and community—who have all collaborated together with joy and optimism to nurture our children and their learning in the classroom. Although faced with many challenges and hurdles due to the global pandemic, learning continued for our young learners as they adapted with resilience and continued to flourish in both on-campus and online school learning. In my many years in Small World, first as a parent, a teacher and now as a leader, our community has consistently demonstrated and authentically lived our school shared vision, forging strong home-school relationships so that children can continue to “grow in wisdom (cognitively), stature (physically), in favour with God (spiritually) and men (socio-emotionally)”. There are so many blessings and opportunities that we are thankful for this

school year as we worked together so that our young learners would continue to learn and thrive. Although challenging, the pandemic provided an opportunity to learn how to count our blessings, lean on each other, and have a better understanding of what is genuinely important in our children’s and families’ lives. Cultivating authentic relationships with others was pivotal to how we developed and fine-tuned our programme this year, from on-campus school learning to online school learning and back again. Addressing the pandemic did not come easy, but with a strong community committed to learning, our children flourished in Small World. During government-mandated class suspensions, children continued to learn and build relationships with their teachers and peers through online school learning provision. We also responded to families who had difficulties in caring for their children at home, with an emergency care support was introduced in the beginning of the school year to support families. Small World also initiated many learning visits from the children and their families



through the ‘Wave Hello to Small World’; ‘Exploring Small World with my Daddy, a Date’s Date’; and ‘Christmas Walk to Small World’. We have also virtually facilitated Coffee Sessions for New Parents; Meet the Teachers- A Curriculum Evening; First Steps Parenting Course; Small World’s 35th Online Assembly; Chinese New Year Online Assembly; Parade of Cultures; and Online Open Days! After many months of online school learning, it was a joy to have our learners back on campus in the last term. It was heartwarming to see our children come to school with smiles on their masked faces, eager to play outdoors and in the garden. Sustainable behaviours were displayed by children and teachers in school, from the art pieces and models made from the recycled materials to their nurture of the garden: planting seeds, pulling weeds, watering plants and

harvesting herbs and flowers! We are so proud of our learners- how each one has grown uniquely and flourished in our Small World. To conclude, this quote from the accreditation team captured our heart: “All staff have truly exemplified the shared vision of the school: ‘Love for today, Learn for tomorrow, Live for eternity and Lead the next generations’. Their love and affection for the children was evident throughout the visit, as was their care for each other.” A parent aptly summarised that in Small World, “Children turned out to be kind people, and very thoughtful, and they set them on a lifelong track.” On behalf of our Small World team, with hearts filled with joy and blessings, we are grateful for your trust and the opportunity to serve and educate young children, preparing them the way to a

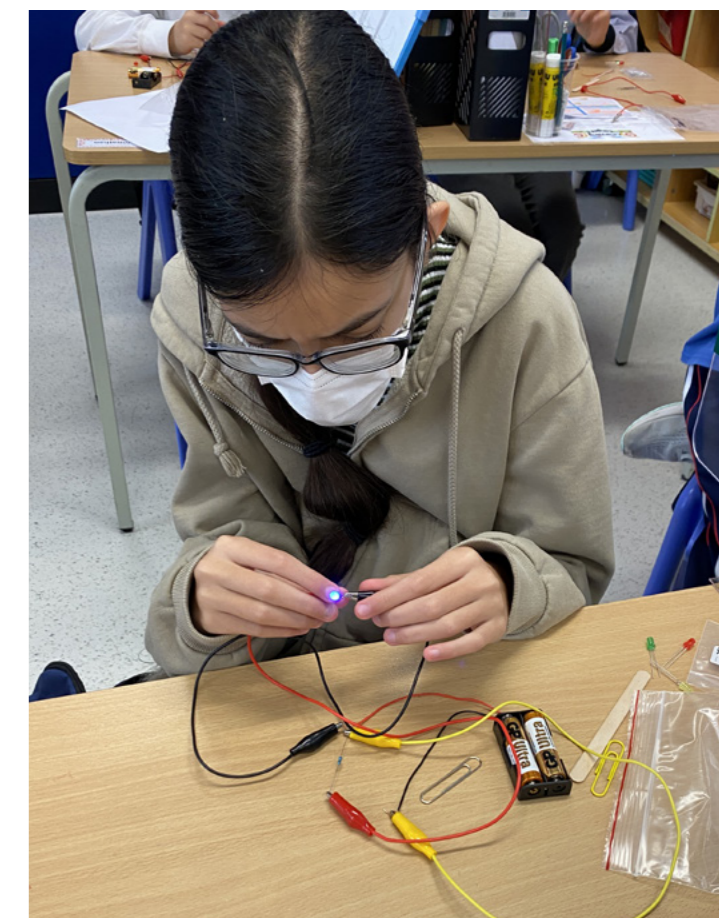


wonderful path of learning, loving, living and leading!



**Tess Baguio**  
Principal  
Small World Christian Kindergarten





**T**HE 2020-2021 academic year has been like no other in the history of our school. Those were the same words I began my message with last year and this year has seen even more disruption in Hong Kong and around the world. Despite the challenges, we have been blessed with safety and health throughout the turmoil and God has proven his faithfulness again and again.

IslandCA's Christian foundations allowed us to draw on a spiritual wellspring of support, adding a sense of hope for the future even though we could not see the road ahead with clarity. It also strengthened our awareness of God holding us in his hands and guiding us through difficult times.

Even as we slowly begin to emerge from the spectre of Covid-19, we will not be going back to our "old normal" but into something new. We trust that God will make clear the opportunities for each of us that lie ahead. We have a new appreciation for the blessings that we have shared as a part of this vibrant,

faith-filled community. We commit fully to growing and accept that change is not something to be feared but part of God's plan for us all.

The school values remain as a steadfast reminder of the ties that bind us together: Love, Service, Community, Excellence, Hope, Joy and Christ-centeredness. These foundations have enabled our community to weather the storms of the past 18 months. As we continue to face challenges ahead, both locally, in our city and as a part of the wider global family of believers, we know we can rely on them to be our anchor.

As we close the year, we recognise and celebrate the part that we have all played in each other's lives during the past 12 months. In particular, the work of the staff in our school who have shown an incredible amount of commitment to providing quality educational experiences for our learners under very challenging conditions. There are four characteristics which I believe can be "highlighted" this year above any other events and activi-

ties: resilience, adaptability, servanthood and creativity.

#### RESILIENCE

This has undoubtedly been a term that has been used more frequently in the past 12 months around the world than ever before. The level of resilience that our staff have shown in the face of constant change, uncertainty and anxiety has been nothing short of miraculous. We are blessed to have a staff and a community that cares and is willing to support each other during times of challenge and stress.

#### ADAPTABILITY

There have been several distinct and quite different "modes of operation" and schedules that have been in place throughout the year. Time and time again, our staff have adapted their teaching, their planning, their work lives and their personal lives to fit in with the needs of our school and the learners. They have exemplified the meaning of the word, and done it with love and care.

#### SERVANTHOOD

The changes that have been required throughout the year have been met by the willingness of our team to adapt and have shown their attitude of service towards our community. The level of care and commitment came from sincere, servant hearts.

#### CREATIVITY

On top of all of the challenges that have become embedded in our lives, there has been the demand of constantly adapting professional practices to fit new paradigms of learning. I am incredibly proud of our team. Creativity typified the day-to-day work in our classes, even when we returned to school. They truly displayed creativity and a commitment to lifelong learning.

I would also like to acknowledge the many challenges that our families have been facing in their own personal lives. Their persistence and patience has been incredible to bear witness to. We pray constantly for all parents and families as

they continue to move gradually back into the "new normal" of life in Hong Kong.

As we close out the school year, we also take time to say farewell to students, families and staff members who will be leaving us over the summer. We wish all of them who are leaving us every success as they go forward with our most heartfelt blessings into the next part of their journey.

On a personal note, as this will be my final year as Principal of Island Christian Academy, I would like to thank the community for the privilege of leading the school over the past three years. It has been full of challenges and not a small amount of turmoil but I have cherished the experience and count it a blessing to have been part of your lives.



**Jon Keelty**  
Principal  
Island Christian Academy



## Small World Christian Kindergarten

Small World Christian Kindergarten was founded in 1986 and is dedicated to providing children and families with Christian early years education focusing on whole-child learning, adhering to the belief that each child has been created with unique gifts and talents. Small World is committed to helping each child begin their journey of learning with a firm foundation, built upon faith in God, belief in themselves and respect for others. We offer a curriculum that builds a child's confidence—igniting their desire to learn! For over three decades we have seen the success of our model proven over and over again.



**small world**  
CHRISTIAN KINDERGARTEN

## Island Christian Academy

Island Christian Academy opened its doors in 2012 and has established itself as a thriving educational community in the heart of Hong Kong Island. The school is operated by Generations in collaboration with the Chinese YMCA of Hong Kong, whose presence has contributed to this Sheung Wan neighbourhood for over 100 years. Island Christian Academy offers quality education through values-based teaching—encompassing the academic, spiritual, socio-emotional and physical facets of all our students. We educate and nurture our students by instilling in them the courage to explore the unique and miraculous talents that God has given each of them.



## Norwegian International School

Norwegian International School—originally known as The Norwegian School in Hong Kong—was established in 1982 to provide education for the children of Norwegian missionaries. In 1994, it repositioned itself as an international school, shifting to English for its primary teaching language, and in 2010 became a part of the Generations family. Norwegian International School engages each student creatively, allowing them to explore their unique talents, while challenging them academically and physically. The school currently has over 200 students across kindergarten and primary campuses, providing small class sizes and big learning initiatives.



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